

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

THE MINIMUM WAGES ACT, 1948 – Revision of minimum rates of wages in the employment in **“ANY MANUFACTURING PROCESS CARRIED OUT IN ANY FACTORY AS DEFINED TO SECTION 2 (M) OR SECTION 85 OF THE FACTORIES ACT OTHER THAN THOSE NOTIFIED UNDER PART-I OR PART-II OF THE SCHEDULE OF THE MINIMUM WAGES ACT, 1948”**

In Part-I of the Schedule to the Minimum Wages Act, 1948 – Preliminary Notification – Orders – Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB.II) DEPARTMENT

G.O.Rt.No. 998

Dated.17.06.2011.
Read the following:

1. G.O.Ms.No.54, Labour, Employment, Training and Factories (Lab.II) Department, dated 22.06.2007 vide Gazette Notification No.418, dated 17.07.2007.
2. From the Commissioner of Labour, Andhra Pradesh, Hyderabad, Lr.No.N1/13038/2010, dated 14.02.2011.

ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Hyderabad is requested to publish the appended Notification in the Extra-ordinary issue of the Andhra Pradesh Gazette in English, Telugu and Urdu languages.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

D.SREENIVASULU
SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores purchase, Andhra Pradesh, Hyderabad for publication in the extra-ordinary issue of Andhra Pradesh Gazette and supply 20 copies to Government 1000 copies to the Commissioner of Labour, Andhra Pradesh, Hyderabad.

The Commissioner of Labour, Andhra Pradesh, Hyderabad.

All Collectors, through Commissioner of Labour, A.P. Hyderabad.

The Secretary to Government of India, Ministry of Labour & Employment, Shramshakti Bhawan, New Delhi.

The Secretary to Government, Department of Labour and Employment, Government of Tamilnadu, Chennai.

The Commissioner, Information and Public Relations, Secretariat Buildings, Hyderabad for giving publicity in press.

The Law (B) Department.

Sf/Sc.

// FORWARDED :: BY ORDER

SECTION OFFICER

PRELIMINARY NOTIFICATION

The following fixation of minimum rates of wages as specified in column (3) of the Schedule appended to this notification as payable to the each category employees specified in the corresponding entry column (2) thereof and employed in the employment in "**ANY MANUFACTURING PROCESS CARRIED OUT IN ANY FACTORY AS DEFINED TO SECTION 2 (M) OR SECTION 85 OF THE FACTORIES ACT OTHER THAN THOSE NOTIFIED UNDER PART-I OR PART-II OF THE SCHEDULE OF THE MINIMUM WAGES ACT, 1948**" included in Part-I of the Schedule to the Minimum Wages Act, 1948 (Act 11 of 1948) which it is proposed to make in exercise of the powers conferred by sub-section (1) of Section 3 and sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Act 11 of 1948), is hereby published for information of all the persons likely to be affected thereby as required under clause (b) of sub-section (1) of Section 5 of the said Act.

2. Notice is hereby given that any objections or suggestions, in respect of the wages as proposed in the Schedule, which may be received within the period of two months from the date of publication of this notification in the Andhra Pradesh Gazette, will be considered by the Government of Andhra Pradesh.

3. Objections or suggestions should be addressed to the Secretary to Government, Labour, Employment, Training and Factories Department, Government of Andhra Pradesh through the Commissioner of Labour, Andhra Pradesh, Hyderabad.

THE SCHEDULE		
NAME OF THE SCHEDULED EMPLOYMENT: Any manufacturing process carried out in any factory as defined to Section 2 (m) or Section 85 of the Factories Act other than those notified under Part-I or Part-II of the schedule of the Minimum Wages Act, 1948		
Sl.No	Name of the Category	Basic Wage (Rs)
(1)	(2)	(3)
1	Highly Skilled-I: All Graduate qualified Engineers in any branch / Production Manager / Production Engineer / Project Manager / Works Manager / Maintenance Engineer / Sales Engineer / Foundry Engineer / Plant Engineer / Chemist / Computer Programmer and other similar categories.	12000
2	Highly Skilled-II: All Diploma qualified Engineers in any branch / Supervisor / Foreman / Chargeman / Shift Supervisor / Offset Printer / Senior Chemist / Works Supervisor / Technical Supervisor / Senior Mechanic / Senior Fitter / Senior Welder / Section Incharge / Heavy Vehicle Driver / Draughtsman / Assistant Computer Programmer / Assistant Production Manager and other similar categories.	10000
3	Skilled-I: Lab Technician / Maistry in all trades / Quality Checker / Production Assistant / Field Assistant / Machinerman / Assistant Foreman / Medium vehicle Driver / ITI qualified Welder / Fitter / Carpenter / Machinist / Blacksmith / Mechanic / Electrician, Mason and other similar categories.	8500
4	Skilled-II: Welder / Fitter / Carpenter / Machinist / Blacksmith / Mechanic / Electrician Mason / Lineman / Pump Operator / Painter / Blacksmith / Turner / Lathe Operator / Grinder / Driller / Vulcaniser / Maistry and other similar categories	7500
5	Semi-skilled: Assistant Welder / Assistant Carpenter / Assistant Mechanic / Assistant Electrician / Assistant Machinist / Assistant Painter / Assistant Mason / Assistant Blacksmith / Assistant Turner / Assistant Lathe Operator / Assistant Grinder / Assistant Driller / Assistant Maistry / Gardener and other similar categories and other similar categories.	6500
6	Unskilled: Helper / Attender / Watchman / Hamali / Ayah and such other similar categories	5500
7	Office Staff	
i)	Manager	10000
ii)	Steno / Accountant	6400
iii)	Clerk / Typist / Cashier	6140

COST OF LIVING ALLOWANCE

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the industrial workers at 800 points (Base Year 1982=100 series). The Commissioner of Labour shall notify the Cost of Living Allowance for every six months i.e. 1st April and 1st October of the calendar year. For this purpose, the average rise in the State Industrial Workers Consumer Price Index numbers for half year ending December and June respectively shall be taken into account. For every rise of one point over and above 800 points, an increase of Rs.6.85 (Rupees six and paise eighty five only) per point per month shall be paid as dearness allowance to all the categories covered in the scheduled employment.

NOTE:-

- 1) If any category employed in the said employment are left out, they shall not be paid less than the minimum wages fixed in respect of the category of employees doing similar work in other scheduled employments.
- 2) Where piece rate workers are employed in any manufactory, the remuneration paid to each of them for a normal working day shall not be less than the minimum time rate wages fixed for a category of employee in that manufactory doing similar work calculated on the basis of 8 hours a day.
- 3) To arrive at a daily rate, the monthly rate shall be divided by 26 which includes the rest day wages.
- 4) Where the nature of work is the same, no discrimination on the payment of minimum rates of wages should be made in respect of male and female employees.
- 5) Where any category of employee is paid higher wages than those specified above, that higher wage should be continued to be paid to that employee.

6) **Definitions:-**

- i) **Highly Skilled-I:-** The job involves high degree of skill, judgment and capacity to supervise. The employee should possess a Degree in Engineering and also 5 years and above experience in the field.
- ii) **Highly Skilled-II:-** The job involves high degree of Skill, judgment and capacity to supervise. The employee should possess a Diploma in Engineering and also 4 years and above experience in the field.
- iii) **Skilled-I:-** The employee should have skill and capacity to work independently should possess qualification of ITI or its equivalent and also 3 years and above experience in the field.
- iv) **Skilled-II:-** The employee should be capable of working independently with certain degree of skill and two years and above experience in the field.
- v) **Semi-skilled:-** Semi-skilled employee is one who has one year and above experience in the trade to be able to do repetitive work and simple jobs with the help of simple tools or machines.
- vi) **Un-Skilled:-** An unskilled employee is one who does work that involves the performance of the simple works which require little or no experience. No worker shall be classified as unskilled if he is called upon to operate any machine.

D.SREENIVASULU
SECRETARY TO GOVERNMENT